

**Bala Raju G**  
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Having over 9 years of experience in the field of Talent Acquisition (Talent Management & Lateral technology lead) and HR Business Partner, my job has entailed handling the entire gamut of HRBP and acquisition activities for large and crucial clients.

**The scope of my work in the capacity of HR Business Partner in my previous organizations, included creating, reviewing HR Policies & processes, Recruitment, Resource Performance Management, facilitating HR transitions and working as a strategic business advisor responsible for enhancing the organization development and effectiveness across diverse industries like IT and Consulting.**

. Areas of responsibility include Policy Formulation, Recruitment, Employee Relations, Bench Management and Boot camp, Talent Management, Compensation and Performance Appraisal management.

Created and implemented consistent compensation guideline that matches our work and organizational culture.

Handled the performance management process for the entire firm and provided Business Partner support for two functions.

Translating business requirements into effective HR practices across BUs, delivering people solutions aligned to business objectives.

Worked closely with CEO, VP Engineering to create HR policies and procedures; recruit employees; create group benefits databases; and develop orientation, training and incentive programs. Manage personnel records; administer benefits enrollment and programs; administer HR budget. **Played a key role in ensuring the successful launch of Structured, implemented programs and policies in the areas of training, compensation structures, benefits packages, incentives etc.. Wrote employee manual covering issues including policy, disciplinary procedures, code of conduct.**

Introduced company's first formal performance review program, creating a flexible and well-received tool to benefit the management in validating the employee accurate performance.

- Managing a team of 17 resources and directly responsible for their delivery, improvement and career development
- Working directly with C Level executives, Business Heads and part of Leadership team. Continue to improve our services & drive simplification in recruitment tools/hiring strategies and processes and dramatically improve the candidate experience.
- Expertise in Lateral and niche hiring, Branding, University Relations, Talent Operations etc.
- Team Handling/Stakeholder Management/Account Management/Resource & Bench management.

**Education: MBA ( MS Ramaiah Management Institute)-Bangalore, 2011.**

**B.Sc(Computer Science) from Andhra Loyola College-Vijayawada-2009.**

**Umbreon Technologies (stealth mode startup): October 2019-Till date- Co-Founder**

- End to End Hiring, Onboarding, Exit formalities, Client Management and looking after entire operations and delivery management.
- Created the startup organization policies and metrics and defined KRI, KPIs and ensure proper system in place to meet the business objectives.
- Create a consistent compensation guideline that matches our work and organizational culture
  - Create and analyses job descriptions evaluations and classifications
  - Conduct salary and market research to define benchmarks
- Experience in managing and engaging with vendor partners effectively and efficiently to drive hiring within the target date

**Zen3 Info Solution-March 2018-October 2019-Sr. Recruitment Manager.**

Strong people leadership, with the ability to lead a team of HR Advisors, championing exceptional customer experiences and managing capacity.

#### **Recruitment & Talent Management:**

- Ability to effectively partner with key internal stakeholder teams including CoEs ,Directors,VP Technology and Sales verticals.
- Day to day operational management of Talent Management services, specifically focused on Culture & Engagement, Campus Hiring Talent & Assessment, Career Management and Learning
- 5+ years managerial/ leadership experience in Talent Attraction and managing a team of 17 resources.  
-Support process improvements, changes as needed and take the ownership of process, data & compliance audits.HRBPs, through regular pro-active interaction to understand the support needs of the business.  
Successful in keeping the attrition level as per the industry levels.
- Assist in defining, designing and implementing initiatives around common organization culture, branding and other key focus areas.
- Experience leading HR programs that focus on delivering measurable business outcomes and value.
- Responsible for delivering on all TA metrics (Bench Cost, Quality and Time & ROI) for all supported business lines
- Have managed strategic hiring initiatives such as diversity hiring and campus.
- Ability to build and analyze metrics/Reports-Bench Management and Resource Management.
- Experience in Executive Search/CXO/CTO/VP level and mid-senior level hiring.

#### **Performance Management**

- Handled the performance management process for the entire engineering team and their career development.
- Lead the implementation of the performance management system that includes Performance Development Plans (PDPs) and employee development programs.
- Advise managers and supervisors about the steps in the Company's progressive disciplinary procedure for both misconduct behavior and performance improvement issues
- Review, guide and approve line management recommendations for employment termination as per the employment procedures of the country.

#### **HR Policy &Operations:**

- Managing an employee strength of 200+resources across Engineering, Sales, Data teams.
- Create and Implemented core HR policies for engineering teams and their KPI and ROI.
- Organizing Employee engagement activities to increase employee involvement with organization and increase feeling of belongingness.

#### **Techolution India Pvt Ltd (June 2017- March 2018)**

##### **Designation: Lead Talent Acquisition**

Roles and Responsibilities: Setting the India Team and Building the Big Data, Internet of Things (IoT), UI Modernization and Cloud Transformation practices and hiring high tech resources for all internal projects

- Drive impact and collaborate as business partners and trusted advisors  
Empower business leaders to lead for Big Data Space and Azure, PCF  
Enable business strategy through people programs.
- Key elements of these people programs may include: TalentAcquisition.Talent

Management and Development. Head hunting, Talent Mapping, Training and Development, HR Strategy and Policy formulation.

- Develop and drive alignment of strategic business objectives with applicable segment strategies
- Anticipate future Human Capital needs from evolving strategic discussions, and proactively address them.
- Drive an organizational environment that is agile, flexible and responsive to customer/consumer needs.
- Influence business leaders to embed change management processes into their businesses practices
- Identify change opportunities and initiate change efforts that will add material value to the business.
- Apply knowledge of current and emerging best practices in Human Capital to enhance business outcomes.
- Leverage core Human Capital processes and tools to ensure that managers and employees have the ability to meet business needs

HiringFox.com (Co Founder)-Startup- April 2016 to June 2017.

## **2. Human Capital Solutions (Start-Up): August 2013-April 2016 (Hyderabad)-Talent Acquisition-Consultant/Client Handling/Sr Recruiter/Talent Research/Talent Mapping.**

Roles & Responsibilities: Working for Startup, Stealth mode and product development companies for mid- and executive level mandates.

- Strong in Social Media and executive search roles using Boolean search, Headhunting, Github, Codechef, LinkedIn, Google search and Chrome Extensions.
- Target Management/Revenue management for each account.
- Forecasting and identifying the proper revenue making channels for each client. Mentoring and monitor product team (Internal team size) to prioritize and allocate the entire active. Hiring for internal resources and defining the strategies for each individual to achieve their targets. Monitoring and guiding the team to achieve the targets on Monthly/Quarterly/half- yearly/Yearly targets.

Conducting Internal training sessions on various internal portals and social networking sites.

- Source passive candidates for all the active requirements (Leadership Hiring) Interacting with Startup Founders, CTO's, Director, Heads etc... To strategize and assist in their Hiring Plan.
- Lead generation, prospecting and developing a client base. Client Acquisition and Business Development.
- Building tech teams in product companies and helping in formulating HR process and strategize the search/source plan to all the active client mandates to the team.

## **1. TALENT MANAGEMENT LABS [TML Inc.] Sr Lead Recruiter Staffing: Feb 2012 –July 2013(Bangalore)**

### **Roles & Responsibilities:**

- Involved in understanding requirements, locating prospective candidates.
- Conducting pre-client interviews, skills and behavioral analysis, coordinating interviews.
- Sourcing candidates from various sources like job portals, head hunting, referrals, internal database and postings. ?
- Responsible for Short-listing the candidates/submittals matching the requirement...
- Handled Entry, Middle Level and Senior level requirements, CTO, Head of Engineering